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State of Wisconsin
Before the Board of Nursing

In the Matter of Disciplinary Proceedings Against

Susan Haas, R.N.

Respondent

LS0309055NUR

Final Decision and Order

DOE 01 NUR 136

The parties to this proceeding for purposes of s. 227.53, Stats. are:

Susan Haas, R.N.

W330 N9125 W Shore Drive

Hartland WI 53029

Board of Nursing

Department of Regulation and Licensing

P.O. Box 8935

Madison WI 53708

Division of Enforcement

Department of Regulation and Licensing

P.O. Box 8935

Madison WI 53708

The parties having agreed to the attached stipulation, the Board of Nursing makes the following

Findings of Fact

1. Susan Haas, R.N., (“Respondent”) was born on February 7, 1952, and is licensed to practice professional nursing pursuant to license number 112493, first granted on March 24, 1993.

2. During January 2001, Respondent was employed as Director of Nursing at Hartford Care Center.

3. On January 3, 2001, a third shift nurse recorded a note in the records of Patient T.P. stating:

2215 Resident wandering in hallway going into others rooms – found placing pads/blankets over their heads – redirected. Stated she needed clothing.

4. Respondent removed the page containing that nursing note from the resident's record, and, in writing, directed the nurse who wrote the note to change it. Respondent's written instructions were:

Do a new NN (nursing note) + just Δ wording to indicate resident attempting to cover residents up because of her experience as CNA. Thanks. Susan

5. There is no indication in the resident's record that she was ever a certified nurse's assistant or employed in a nursing or health care facility.

6. On May 23, 2001, Respondent was suspended from her employment at Hartford Care Center for three days for directing nurses to document on situations without documenting all facts, and for directing nurses to document as briefly as possible without being complete.

Conclusions of Law

1. The Board of Nursing has jurisdiction in this matter pursuant to s. 441.07, Stats.

2. Respondent's conduct in directing a nurse to alter Resident P.T.'s records to include assertions beyond or contrary to fact violates s. N 7.04, Wis. Admin. Code.

Order

1. Now, therefore, it is ordered that Susan Haas, R.N. is reprimanded.

2. It is further ordered that within twelve months of the date of this Order, Respondent shall successfully complete 6 hours of continuing education in Ethics in Nursing; 6 hours of continuing education in Nursing Documentation; and 6 hours of continuing education in Nursing Assessments.

3. Respondent is responsible for locating suitable courses. Respondent shall obtain pre-approval from the Board or its designee for each course she intends to take in compliance with this order. The Board's designee for purposes of approving continuing education courses for compliance with this Order is:

Department Monitor

Division of Enforcement

P.O. Box 8935

4. Respondent shall submit the written program or syllabus with her request for Board approval of the course, and shall identify which parts of the course or program she intends to count towards which parts of the education required by this Order.

5. The Board shall not unreasonably deny approval of any program or course, but the Board's decision shall be final. The Board may approve less than the complete course or program for credit towards compliance with this Order. If Respondent disagrees with the Board's decision denying partial course or program approval, she may still take the course or attend the program, but the course or program will not be credited towards compliance with the Order beyond the terms of the Board's approval.

6. Respondent is solely responsible for all costs associated with compliance with this Order.

7. It is further Ordered that Respondent shall be required to have her nursing employer submit quarterly reports to the Board detailing her job performance for a period of one year from the date of this Order, with particular attention to her documentation and nursing assessment performance. The first report shall be due three months from the date of this order, and one shall follow every three months thereafter until four such reports have been submitted. Reports shall be submitted directly from Respondent's supervisor to the Department Monitor at the address previously stated.

8. It is further Ordered that Respondent shall pay the costs of this proceeding to the Department of Regulation and Licensing in the amount of \$750.00 within one hundred twenty (120) days of the date of this Order.

Violation of this Order may result in summary suspension of Respondent's license.

Dated: 9-5-03

Wisconsin Board of Nursing

Linda Sanner

A Member of the Board